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EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

Ms B Hickman

AND

Respondent

West Midlands VW Parts Ltd

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT Birmingham

ON 15 16 and 17 February
2017

EMPLOYMENT JUDGE Woffenden

MEMBER: Mr MZ Khan

Representation

For the Claimant: Ms L Badham of Counsel

For the Respondent: Mr Wiencek Consultant

JUDGMENT

1 The claimant's claim of unfair dismissal under section 99 (3) (a) Employment Rights Act 1996 succeeds.

2 The rights of the claimant relating to discrimination are that the respondent treated the claimant unfavourably under section 18 (2) (a) Equality Act 2010 and the claimant's complaint of pregnancy discrimination under section 18 (2) (a) Equality Act 2010 succeeds.

3 The respondent is ordered to pay the claimant compensation for unfair dismissal and discrimination of £ 13066.63 which includes interest of £708.86 as set out in the schedule below.

4 The respondent failed to pay the claimant for annual leave taken and compensation for annual leave accrued. The respondent is ordered to pay the claimant compensation in the agreed sum of £ 690 (11.5 days x £60 per day).

5 The tribunal makes an award of 4 weeks' pay of £ 720 (4 weeks x £180 per week) to be paid by the respondent to the claimant under section 38 Employment Act 2002.

6 The claimant has paid a fee of £250 on presentation of her claim and a hearing fee of £950. The claims have been decided in her favour. Under Employment Tribunal Rules 75 (1) (b) and 76 (4) the respondent is ordered to pay the claimant the sum of £1200.

7 Under Rule 66 a) of the Employment Tribunal Rules the respondent shall comply with the orders for payment at paragraphs 3 4 5 and 6 above within 14 days from the date on which the judgment is sent to the parties.

Schedule

Basic Award	£0
Compensatory Award (as agreed by the respondent)	£2653.43
Interest @ 8% (170 days at £0.58 per day)	£98.86
Injury to feelings	£8000.00
Interest @8% (348 days at £1.75 per day)	£ 610.00
Uplift 15% under section 207A TULCRA	£ 1704.34

	£ 13066.63

Signed by _____ on 20/02/2017
Employment Judge Woffenden

Judgment sent to Parties on

27 March 2017

Case Number1301986/2016